

Person specification: Headteacher Evington Valley Primary School

Key:

The Governing Body consider the quality to be ...		Quality will be assessed through ...	
E	... Essential	A	... the candidates' Application letter
D	... Desirable	I	... the candidates' performance in Interview tests and tasks
		R	... References received for the candidate
		F	... the candidate's application Form

Criteria	Qualities	Essential / Desirable	Assessment
Qualifications and training	<ul style="list-style-type: none"> • Qualified teacher status (QTS) 	E	F
	<ul style="list-style-type: none"> • First degree or equivalent 	E	F
	<ul style="list-style-type: none"> • National professional qualification for headship (NPQH) 	D	A / F
	<ul style="list-style-type: none"> • Designated Safeguarding Lead or Deputy Designated Safeguarding Lead training 	E	A / F
	<ul style="list-style-type: none"> • Other relevant training that prepares the applicant for this post 	E	A / I
Experience	<ul style="list-style-type: none"> • Successful leadership and management experience in a school, including the leadership of change 	E	A / I
	<ul style="list-style-type: none"> • Record of successful class teaching with substantial teaching experience 	E	A / I
	<ul style="list-style-type: none"> • Demonstrable experience of successful line management and staff development, including challenging underperformance 	D	A / I
	<ul style="list-style-type: none"> • Involvement in school self-evaluation and planning for improvement 	E	A / I
	<ul style="list-style-type: none"> • Effective use of data to support planning for pupils and groups of children 	E	A / I
	<ul style="list-style-type: none"> • Experience of working effectively with key finance personnel and school governors to manage finance and provide value for money 	D	A / I
	<ul style="list-style-type: none"> • Be able to demonstrate their commitment to growing leadership throughout the school 	E	A / I

	• Experience of working in a multicultural setting and community	E	A / F
	• Experience of working with a school Governing Body and an understanding of its statutory duties	E	A / I
	• Track record of working in collaboration with other schools to realise improvement and raise standards	E	A / I
Skills and knowledge	• Data analysis skills, and the ability to use data to set targets and identify weaknesses	E	A / I
	• Understanding of high-quality teaching based on evidence, and the ability to model this for others and support others to improve	E	A / I
	• Understanding of school finances and financial management	D	A / I
	• Effective communication and interpersonal skills	E	A / I
	• Ability to communicate a vision and inspire others	E	A / I
	• Ability to articulate a vision that promotes the spiritual, moral and cultural development of all pupils	E	A / I
	• Maintain steadfast principles, demonstrating professionalism and integrity	E	A / I
	• Able to initiate and manage change and improvement in pursuit of higher standards	E	A / I
	• Knowledge of the curriculum across the Primary age range including Early Years, Key Stage 1 and Key Stage 2	E	A / I
	• Ability to build positive working relationships, based on effective communication and interpersonal skills	E	A / I
	• Ability to distribute and delegate responsibility and accountability within the school team	E	A / I
	• Able to monitor performance to ensure high standards and the development of professional practice among school staff	E	A / I
	• Have a knowledge and understanding of children, their families and our school's local area, including the needs of children and families across the school	E	A / I
	• Knowledge of current legal requirements. This to include health and safety, national policies and guidance on the safeguarding and promotion of the wellbeing of children and statutory requirements for SEND provision.	E	A / F / I
	• Awareness of emerging priorities for schools including data protection, cyber security, online threats, environmental issues etc	D	A / I

	<ul style="list-style-type: none"> • Be aware of the processes for supporting staff, including those who are underperforming 	E	A / I
Personal qualities	<ul style="list-style-type: none"> • Commitment to uphold the 7 principles of public life (the Nolan principles) at all times 	E	A / I / R
	<ul style="list-style-type: none"> • A commitment to getting the best outcomes for all pupils and promoting the ethos and values of the school 	E	A / I
	<ul style="list-style-type: none"> • Ability to work under pressure and prioritise effectively 	E	A / I
	<ul style="list-style-type: none"> • Commitment to maintaining confidentiality at all times 	E	A / I / R
	<ul style="list-style-type: none"> • Commitment to safeguarding and equality of all pupils, staff and stakeholders, ensuring that personal beliefs are not expressed in ways that exploit the position 	E	A / I / R
	<ul style="list-style-type: none"> • Lead with integrity, engendering trust and respect among and between stakeholders 	E	A / I
	<ul style="list-style-type: none"> • Inclusive and empathetic of all children, staff and members of the school community, demonstrating a caring and compassionate ethos 	E	A / I
	<ul style="list-style-type: none"> • Demonstrate openness, honesty and empathy 	E	A / I
	<ul style="list-style-type: none"> • Be approachable and friendly to all stakeholders, demonstrating a willingness to listen and value contributions from all 	E	A / I
	<ul style="list-style-type: none"> • Strength of character and resilience to challenge behaviour where necessary in any stakeholders, and to follow through on issues which arise 	E	A / I
	<ul style="list-style-type: none"> • Be able to work collaboratively with the Senior Leadership Team to deliver strategic priorities 	E	A / I
	<ul style="list-style-type: none"> • Demonstrate sound time management whilst maintaining an appropriate work-life balance 	E	A / I
	<ul style="list-style-type: none"> • Develop a strong supporting relationships to work with the Governing body and the local authority. 	E	A / I